

GENERAL FACULTY COUNCIL

MINUTES

Wednesday, April 10, 2013

12:00 - 1:30pm

Newcomb Hall, Room 481

Present

Council Members: B. Kessler, R. Patterson, J. Sitler, G. Saathoff, A. Ingram, K. Reid, C. Smith; A. Rice, S. Stewart, M. Slon, J. Lannigan, D. Karaoli, P. MacIntyre, T. Lockard, B. Nowviskie, V. Gist, B. Jefferson

General Faculty and Guests: P. Norton, A. Greene, D. Neuman, J. Flood, B. Keene, L. White, W. Heinecke, E. Gilligan, K. Shriver, D. Hurd, M. Sidebottom, G. Cohen

1. The meeting was called to order by Barbara Kessler. A quorum was established.
2. Minutes from the February 13, 2013 meeting were approved.

Business:

3. University Committee on Sustainability Guest Speakers: Bill Keene, Research Professor in the Department of Environmental Sciences; Andrew Green, Sustainability Coordinator; and David Neuman, Architect for the University
 - a. Speakers presented Part II of a three-part initiative to reduce the University's environmental footprint and asked for the GFC to endorse the plan. The GFC voted to give its endorsement.
 - b. The initiative to reduce the University's environmental footprint originated in 2008, with a Faculty Senate resolution on Climate.
 - c. Part I, a carbon footprint reduction plan, was approved by the Board of Visitors in 2011.
 - d. Part II is an initiative to reduce the University's Nitrogen emissions.
 - e. Parts III and IV are reduction in materials (usage and recycling) and water use.
 - f. These sustainability efforts are incorporated across the University and are also represented in the curriculum. The educational component has as its goal the education of students who will take important ideas and put them to use beyond UVa.
 - g. Environmentally significant reactive Nitrogen comes from five main sources: Heating plants and electricity production, food production, transportation, fertilizer used on grounds, and feed for research animals.

- h. Strategies for reducing reactive Nitrogen emissions will include reducing meat in food services, reducing energy use, improving sewage treatment, reducing food waste, composting, using organically and locally grown food, improving transportation, and reducing fertilizer used on grounds.
4. Take 3 Initiative Guest Speaker: Marge Sidebottom, Director of Emergency Preparedness
- a. The Office of Emergency Preparedness hopes to promote personal resilience by giving members of the University community tools to handle emergency situations.
 - b. The Take 3 Initiative will ask teaching faculty to take three minutes in class to discuss emergency procedures with students, specifically: 1) how to obtain information; 2) how to shelter in place; and 3) how to evacuate.
 - c. Every part of campus now has designated evacuation locations.
 - d. Marge Sidebottom provided emergency information cards, emergency procedures posters, and emergency to-go bags and offered to return for a more detailed discussion in the future.
5. AAUP Guest Speaker: Walt Heinecke, President, and Peter Norton, Vice President, UVa AAUP Chapter
- a. The UVa AAUP Chapter has now been officially chartered and officers have been elected.
 - b. The officers met with the University president and provost.
 - c. The group hopes to work with the Faculty Senate and the General Faculty Council to improve the Faculty Handbook.
 - d. The group also proposes to create an annual report on academic freedom and shared governance. It is looking at free speech issues using templates from other universities to review UVa policy.
 - e. A key issue moving forward is the faculty status of non-tenure-track faculty. This issue has been brought to the fore by the decision to hire all new librarians as university staff, not faculty. The AAUP position is that librarians should have faculty status and that faculty must have a role in decisions like moving librarians to staff status.
 - f. The AAUP is also tracking the national trend of moving from tenure-track to non-tenure-track faculty hiring. The status of non-tenure-track faculty is very important, and particularly the erosion of the Expectation of Continued Employment (ECE).
 - g. The AAUP argues for the opposite shift: more non-tenure-track faculty should be moved into tenure track positions. Those who remain non-tenure-track must have protections, like ECE, that protect academic freedom.

- h. An additional concern was raised by a faculty salary study conducted by the provost's office last October. The survey was designed in part to look for inconsistencies or disparities that should be corrected, but the survey did not include non-tenure-track faculty. Some significant disparities may therefore be hidden because of this exclusion.
 - i. A University of Maryland faculty salary survey is recommended for review. The biggest inequity found in salaries was between tenure-track and non-tenure-track faculty.
6. The GFC Chair has been approved to sit ex-officio on the Faculty Senate Executive Committee.

Committee Reports:

7. Elections:

- a. Elections are now complete. The following faculty were elected to the General Faculty Council:

- ✓ Antonio Rice, At Large
- ✓ Bethany Nowviskie, Libraries
- ✓ Kathryn Reid, Health Professionals
- ✓ Dan Gioeli, Health Professionals
- ✓ Denise Karaoli, Professional Schools
- ✓ Jennifer Stertzner, Arts and Sciences
- ✓ Steve Warner, Arts and Sciences

- b. In addition, changes to the Bylaws were approved.

8. Bylaws:

- a. Proposed change to the Bylaws: those who ran for a position and were not elected should remain nominees for any openings that require a mid-year election.
- b. Proposed Bylaw review: evaluate standing committees.

9. Policy:

- a. The policy committee received no comments on the policy concerning electronic funds.
- b. Members are urged to examine the policy on online licensing. It may have broad impacts.

10. Communications:

- a. Seeking to reschedule our meeting with the Provost and COO.

Adjournment

Next Meeting: **May 8, 2013**, Kaleidoscope - Newcomb Hall